DOCUMENT RESUME

ED 423 934 JC 980 430

AUTHOR	Craig, Ford M.
TITLE	Report of MPCCA Human Resource Development 1997-98.
INSTITUTION	Mid-Plains Community Coll. Area, North Platte, NE. Office of Institutional Research.
PUB DATE	1998-08-00
NOTE	11p.
PUB TYPE	Reports - Descriptive (141)
EDRS PRICE	MF01/PC01 Plus Postage.
DESCRIPTORS	*Administration; *Career Development; *Community Colleges; Conferences; *Human Relations Programs; Institutional Research; *Professional Development; *Statistical Data; Teacher Education; Two Year Colleges; Workshops
IDENTIFIERS	Employee Participation; Mid Plains Technical Community College Area NE

ABSTRACT

This report highlighs basic descriptive statistics regarding Mid-Plains Community College Area (MPCCA) human resource development events/activities for fiscal year 1997-98. During that fiscal year, there were 117 form 0004's completed by 73 different MPCCA administrators, faculty, and classified staff. There were a total of 116 MPCCA administrators, full-time faculty, and staff members. About 44% of area employees participated in some form of professional development. Included are four tables illustrating employee participation by location and classification, as well as development activity and contact hours attended. Final observations include the following: completion of form 0004 by MPCCA employees is important in allowing for reliable summary statistics; the best participation rates were established by the faculty; those who completed a human resource development activity were satisfied with the experience; and participation in a conference, seminar, or workshop was the top-ranking mode of developmental experience. Appended is an MPCCA Form 0004 and a table showing employee participation by development activity. (AS)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED 423 934

REPORT OF MPCCA

HUMAN RESOURCE DEVELOPMENT

1997-98

Report Completed by the MPCCA

Office of Institutional Research

Ford M. Craig, Ed.D

Director of Institutional Research

Date of Report

August, 1998

JC 980 430

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

X This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL HAS BEEN GRANTED BY

F. M. Craig

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

Background

The MPCCA Human Resource Development Plan was created in response to advice offered by North Central Association Evaluators during their 1986 and 1991 comprehensive visitations. Creation of the Plan began in July of 1994 and concluded when it was formally adopted by the Mid-Plains Community College Area Board of Governors at their July 23, 1997 meeting. The Plan is comprehensive in that it takes into account goals, funding sources, administration of the Plan, recommended development activities, specified outcomes, and data - collection/measurement forms. Implementation of the data-collection/measurement forms occurred during the 1997-98 fiscal year.

Statistics contained in this report have been drawn from Form 0004 (see appendix A) one of eight data-collection forms associated with the Plan. The purpose of this report is to highlight basic descriptive statistics regarding MPCCA human resource development events/activities for fiscal year 1997-98. A copy of the report has been forwarded to the MPCCA Human Resource Director.

Summary Statistics

For FY 1997-98, there were one hundred and seventeen (117) 0004 forms completed by seventy-three (73) different MPCCA administrators, faculty, and classified staff. For the period of time under review, there were a total of 166 MPCCA administrators, full-time faculty, and staff members. Thus, about 44% of Area employees participated in some form of professional development. Table 1 contains the **participation distribution** for the seventy-three individuals according to MPCCA location.

Table 1

MPCCA Professional Development Participation for all Employees- 1997-98 by Location.

	Number of Employees	%	Total 0004 Filed	%
McDonald-Belton	29	39.7	52	44.4
MCC	16	21.9	20	17.0
Voc-Tech	22	30.2	30	25.6
Area Office	6	8.2	15	12.9
Total For Area	**73**	**100.0**	**117**	**100.0**

Across the Area, of the seventy-three individuals who filed the 0004 forms (a) nine were administrators, (b) forty-four were faculty and (c) twenty were classified staff. Table 2 presents the **number and percentage of employees** (out of the total number for a particular level) who participated in a least one human resource development activity or event.

Table 2

MPCCA Professional Development Participation for All Employees- 1997-98 by Employee Classification.

	No. Who Participated	%	No. Did Not	%	Total No.
Administrators	9	36.0	16	64.0	25
Faculty	44	54.3	37	45.7	81
Classified Staff	20	33.3	40	66.7	60
Board	0	0.0	0	0.0	0
Total	**73**		**93**		**166**

Across the Area, faculty had the strongest participation rates followed by administration, then by classified staff.

The **categories of growth** experiences appear in rank order from the most frequently attended to the least in Table 3.

Table 3

MPCCA Professional Development Participation for All Employees 1997-98 by Development Activity

Rank	Type of Development Activity	Number of 0004 Forms Filed
1	Participation in conference, seminar, or workshop	73
2	MPCCA tuition waiver for a class	28
3	Earned credit from college of university	8
4	Other	7
5	Travel	1
	Total	**117**

The seventy-three employees (who completed the 117 forms) responded to an item which asked them "how satisfied were you with this activity experience"? MPCCA employees responded to this question along a five point scale with "5" being "very satisfied" and "1" being "very dissatisfied." The overall satisfaction average which resulted was 4.43 with a standard deviation of .62.

Table 4 contains the reported numbers of **contact hours** and **semester hours** completed. If contact hours or semester hours did not apply, the employee checked N/A; fourteen individuals marked this option.

Table 4

MPCCA Professional Development: 1997-98 Number of Semester Credit Hours Completed and Number of Contact Hours Attended.

Semester Hrs. Completed	Contact Hrs Attended	Did Not Apply
95.8	438	14

Cost for the development activities ranged from zero to $ 949.54. The total reported costs to MPCCA were $15,399.10 (includes MPCCA waiver costs).

Final Observations and/or Conclusions

- Reliable summary statistics will largely depend upon MPCCA employees completing form 0004 and completing it as accurately as possible.

- Slightly over two-fifths of all MPCCA employees participated in some type of human resource development activity. The best participation rates were established by the faculty; however, the distribution of participants on a by-campus basis was uneven.

- Those who completed a human resource development activity were quite satisfied with the quality of the experience.

- Participation in a conference, seminar, or workshop was the top-ranking mode of development experience.

Appendix A
MPCCA Form 0004

MPCCA Form 0004

Mid-Plains Community College Area

Professional Development Activity Report Summary

Location (Please Circle One) AO McB VT MCC

Please Check: Board_____ Classified Staff_____ Faculty_____ Admin._____

Name_____ Date Submitted_____

Activity_____

TYPE OF PROFESSIONAL GROWTH - In relation to position

Check One:

Note: faculty who intend to seek approval for *salary adjustment as a result of one of these professional development activities must complete form 0005 and have it approved by the appropriate administrator. *Per MPEA and MPVEA negotiated agreements.

_____Earned credit from college or university
_____faculty tuition reimbursement (Please complete form 0006)
_____MPCCA employee tuition waiver
_____Field work or clinical experience
_____Participation in conference, seminar, or workshop
_____Travel experience related to instruction areas
_____Independent research and development activity
_____Sabbatical
_____Volunteer (specify)_____
_____Other (specify)_____

SUMMARY INFORMATION

1. How satisfied were you with this activity/experience?

___Very Dissatisfied ___Dissatisfied ___Somewhat Satisfied ___ Satisfied _____Very Satisfied

Comments:_____

_____

2. **TOTAL COMPLETED:** *Semester Credit Hours* (or equivalent)_____ *Contact Hours*_____N/A___

3. **TOTAL ACTUAL COST TO MPCCA FOR THIS ACTIVITY:** *_____
**To include prepaid expenses (i.e. registration, lodging, travel, etc.) plus any actual additional from Form 0003*

4. **ATTACH DOCUMENTATION OF SUCCESSFUL COMPLETION/PARTICIPATION. PROVIDE *GRADE REPORT* FOR COLLEGE/UNIVERSITY CREDIT.**

****

_____ _____
Employee Signature Date

_____ _____
Administrator/Supervisor Signature Date

_____ _____ *Copy to Personnel File*
Human Resource Director Signature Date

Copy To: HRD (White), Inst. Research (Canary), Campus (Pink), Employee (Goldenrod)

BEST COPY AVAILABLE

Appendix B

Table 3

For Each Campus

Table 3
MPCCA Professional Development Participation
for All Employees 1997-98 by
Development Activity
MCC Campus

Rank	Type of Development Activity	Number of 0004 Forms Filed
1	MPCCA tuition waiver for a class	12
2	Participation in conference, seminar, or workshop	4
2	Earned credit from college of university	4
	Other	0
	Travel	0
	Total	**20**

Table 3

MPCCA Professional Development Participation
for All Employees 1997-98 by
Development Activity
McDonald-Belton Campus

Rank	Type of Development Activity	Number of 0004 Forms Filed
1	Participation in conference, seminar, or workshop	33
2	MPCCA tuition waiver for a class	15
3	Earned credit from college or university	2
3	Other	2
	Travel	0
	Total	**52**

Table 3

MPCCA Professional Development Participation for All Employees 1997-98 by Development Activity Voc-Tech Campus

Rank	Type of Development Activity	Number of 0004 Forms Filed
1	Participation in conference, seminar, or workshop	22
2	Other	5
3	Earned credit from college of university	2
0	MPCCA tuition waiver for a class	1
0	Travel	0
	Total	**30**